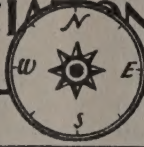


The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

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Notice to Members

Important material bearing on the Association's program and finances which will be discussed at the Delegate Conference in Washington, February 15-17 will be found on page 9 of this issue of The Compass, and two proposed changes in the By-Laws which will be voted on at that time will be found on page 2.

Salaries and Standards

Loss of two experienced social workers from the staff of a hospital social service department because of the low salary scale has served to convince the Board of the hospital that a higher scale is needed to maintain the desired standard of service in the department.

The director of the department, in placing the situation before the Board, stated clearly the fundamental issue at stake, namely, that if the department had contributed to the medical care of the patient and to the general health of the community, it was certainly worth maintaining on a basis of adequacy, but that if it had not made its contribution felt, there was certainly no justification for its further existence. Adequate service could not be maintained and no progress could be made, the director pointed out, if the agency were to develop staff members to the point where they could make a real contribution, only to lose them to agencies paying better salaries. Comparative salary data were submitted showing that the salary scale of the department was considerably below that of other case work agencies of similar size in the community.

Recognizing the seriousness of the issue, the Board appointed a special committee which, in conference with the director, drew up a salary schedule establishing a minimum of \$1500. This schedule was adopted by the Board and as a result the director reports that she has been enabled to fill her vacancies with trained, though not experienced, workers.

The action of the Board in this case is an encouraging indication that recognition of the im-

portance of quality of service can be obtained, even where the financial situation of the agency is acute if, at a strategic moment, the professional issues are properly presented.

Social Work Scholarships

Information about fellowships and scholarships in the field of social work for the year 1935-36 will be found on page 16 of this issue of *The Compass*. With the present eagerness among workers in the field to equip themselves professionally for social work, interest in these fellowship and scholarship announcements, published yearly in *The Compass*, will doubtless be even greater than usual.

The information is divided under two headings: (1) fellowships and scholarships offered by schools which are members of the American Association of Schools of Social Work; and (2) fellowships and scholarships offered by other universities and agencies. Two schools have recently been admitted to the Association of Schools, the University of Pittsburgh, Division of Social Work, and the University of Washington (Seattle) Division of Social Work.

Fellowships at the University of Pittsburgh are included in the list. The University of Washington reports that it has no special social work fellowships or scholarships for the coming year, but hopes to make some available in the near future. Fordham University School of Social Service also reports that no scholarships are available for 1935-36. With these two exceptions, the scholarships listed include all the member schools of the Association of Schools.

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In the group of other universities and agencies offering scholarships, there are three institutions which have been accredited under the junior membership requirements of the AASW—Macalester College, Northwestern University and Notre Dame University.

Of the other colleges and universities which have been accredited under the junior requirements, the University of Nebraska reports no scholarships available for 1935-36; Catholic University, Washington, D. C., expects to make an announcement after February 1; University of Louisville, University of Iowa and University of Oklahoma did not respond to the request for information.

Members of the Association and others interested in scholarship opportunities should read the announcements immediately, as the closing date for applications in many cases is March 1, 1935 and in a few cases it is as early as February 1, 1935.

Proposed Changes in the By-Laws

The Executive Committee is proposing two changes in the By-Laws to be voted on at the Delegate Meeting, Mayflower Hotel, Washington, D. C., February 15-17, 1935.

The first proposal is to amend the By-Laws to discontinue junior membership applications beginning July 1, 1935. The arguments for this proposal were published in the November, 1934 *Compass*.

The second proposal is to amend the By-Laws to increase dues for membership from \$5.00 to \$7.50 and for junior membership from \$3.00 to \$5.00. The arguments for this proposal will be found on page 7 of this issue of *The Compass*.

The specific By-Law changes recommended are as follows:

I. Discontinuance of Junior Applications

That Section 3 of ARTICLE IV, MEMBERSHIP, be eliminated on July 1, 1935 and that beginning on that date the serial numbers of Sections 4, 5, 6, and 7 of ARTICLE IV be changed to 3, 4, 5, and 6 respectively.

Section 3 of ARTICLE IV reads as follows: Qualifications for Junior Membership. Applicants for junior membership shall after March 1, 1930, have the following qualifications for admission to junior membership in the Association:

1. Minimum age of 21 years.
2. Completion of at least two years' work in an approved college.
3. Three additional years of general education, technical training or employment in an ap-

proved agency. This requirement may be satisfied in either one of the two following ways:

- a. Completion of two additional years' work in approved college plus one year's work in approved school of social work.
- b. Three years spent in some combination of: attendance at an approved college, attendance at an approved school of social work, or employment in an approved agency, provided however that the applicant has satisfactorily completed:

Fifteen semester hours of social and biological science in an approved college or school of social work.

Ten semester hours of approved technical social work courses.

Three hundred hours of supervised field work in connection with technical social work courses.

4. Employment at the time of application in an approved agency.

(NOTE: This change will leave in the By-Laws all the rules and regulations concerning junior membership because this proposal does not affect the present junior members.)

II. Increase of Dues

That ARTICLE VII, DUES, be amended to read as follows: The annual dues shall be as follows: For members, \$7.50 [\$5.00] for junior members, \$5.00 [\$3.00]; for contributing members \$10.00 and over but less than \$25.00; for sustaining members \$25.00 and over.

Institute of Family Service

The Charity Organization Society of New York has announced that the name of its Family Service Department has been changed to the Institute of Family Service.

It is expected that clients will find the new name more acceptable and it is hoped that agencies will use it in referring clients. The new title also indicates more appropriately the department's interest in practice and research in the problems of family life, as well as in student training.

Social Workers to Draft Civil Service Specifications

Social workers in New Jersey have taken the initiative in approaching the Civil Service Commission with reference to higher standards for social work positions under civil service. At the request of the Training Committee of the New Jersey State Conference of Social Work (Dr.

Ellen Potter, Chairman) and the Training Committee of the New Jersey Chapter, AASW (Odessa Gibson, Chairman), the Commissioner of the State Department of Institutions and Agencies arranged a conference with Mr. Charles Messick, Secretary of the Civil Service Commission. In addition to the two training committees and the State Department, representation was invited from the staff of three mental hospitals since one of the most immediate problems involved personnel standards in the field of psychiatric social work.

As a result of the discussion at the conference, Mr. Messick requested the professional committees of the state conference and the chapter to write up the job specifications for state and county social work positions and also to write up the specifications as to training and experience for these positions for presentation to him and subsequent action by the Civil Service Commission. Mr. Messick also expressed his willingness to receive from the committees a list of individuals in both public and private agencies who could be called on for cooperation in the development of examinations and in conducting oral examinations for public social work positions. In addition he suggested to the conference the desirability of considering the whole matter of certification of social workers.

The suggestion has been made to social workers from several well informed sources that Civil Service Commissions will be found to be more than willing to cooperate in improving civil service practice for public social work positions if social workers will bring the problems and needs to their attention. This seems to be amply borne out by the results of this approach in New Jersey.

Course for Supervisors and Teachers

An advanced course for the preparation of supervisors and teachers of social case work is being launched by the Smith College School for Social Work beginning July 3, 1935. The course, which will cover fourteen months, will be open only to graduates of schools of social work who in addition have some background in psychiatry and case work experience. Bertha C. Reynolds will be in charge of the course.

The lack of a sufficient number of qualified teachers and supervisors of case work has become a serious problem to public relief departments, family agencies and psychiatric clinics, and to schools of social work which are facing increased enrollments. By cooperation with the Smith School, an agency within the school's visiting area (roughly, east of Chicago and north of Washington) may assist in the preparation of

present or prospective staff members qualified for and interested in training for teaching. Absence from work in the agency will be necessary for two months in two consecutive summers, when courses will be given at Smith College, but during the rest of the working year, the teaching of a class or leading of a group studying social case work, and the supervision of one student in field experience, may be carried on as a part of the agency's work, or in the student's own time. During the eight months of the winter session, Miss Reynolds will have frequent contacts with the students through visits and written reports. The classes in case work may be formed within the agency's staff or outside it. Communities interested in raising standards of education for social work may contribute by organizing such courses.

Qualified students working outside the school's visiting area may perhaps secure a leave of absence for the fourteen months of the course and take a temporary position in some agency within the geographical range which would be interested, for the education of its staff, in having a part in this cooperative plan with the school.

In order that the group of students may be kept small enough for free discussion and for individual work with instructors, the school reserves the right to limit the number to twenty-five and to choose among applicants those having apparently the best qualifications for teaching.

Information about courses offered in the summer sessions, cost, and requirements, may be secured by addressing the Director, Smith College School for Social Work, Northampton, Massachusetts.

What Salary Does the Social Worker Need?

THE action of the AASW in setting up a Division on Employment Practices will have an immediate appeal, particularly to the rank and file of the social work personnel in the Association's membership. Such matters as hiring and firing, hours of work, vacations, leaves of absence, sick leave, staff participation in agency planning, arbitration of disputes, economic security and salary standards are always important and especially at this time.

Of the several problems before it, the Division Committee charged with drafting a plan for a comprehensive study of employment practices, chose to attack the salary question as one of the first. Private agency standards have suffered during the depression and public agencies are everywhere faced with the necessity of devising scales for the large number of trained and un-

trained persons they are attracting. On both counts, therefore, the question is important. While in many places the salary problem needs immediate attention, for the profession as a whole there is essential a thorough-going consideration of the matter in order that future decisions may be made upon as objective and scientific a basis as possible.

There have been many studies of salaries. Each agency and community has made them for itself. Recently the Division of Statistics of the Russell Sage Foundation re-surveyed the existing practices among the family welfare group. Other national agencies have analyzed their own particular fields. The result of all of this has undoubtedly served to raise the scale of compensation in the lowest brackets.

It was the feeling of the Division Committee, however, that a re-determination of social work salaries calls for something more basic than a review of existing practices. What is necessary as a standard of compensation of the professional social worker should be based on what he needs to live in health and decency, on the time and money spent on preparing himself for his task and on what he needs to maintain his professional advancement while on the job. Added to these should be a sufficient sum in each and every pay check to enable him to protect himself and his family against the vicissitudes of life. In other words, salary standards for our group should be based on an adequate and comprehensive study of our current physical and cultural needs, our investment in professional equipment and our need for a reserve.

It is therefore, the plan of the Committee to set up a cost-of-living and maintenance study which will give us an initial basis for judgment and which may be used as a lever to achieve satisfactory standards. Such an undertaking will take into account all types of social work and social workers in different parts of the country. It will of necessity go beyond the AASW membership and will include both public and private fields. It will delve into details of the social worker's needs and expenditures that have never been sufficiently explored before.

The task is a huge one. Obviously the total personnel in social work cannot be surveyed. An adequate sample must be chosen. Even with such a limitation the AASW cannot undertake it alone. The Committee is, therefore, now attempting to discover proper auspices for the study. When final arrangements have been made, details will be published in *The Compass*. While conditions of demand and supply and the state of the particular agency's finances will

always need to be taken into account, it is hoped from this project a much firmer and more rational basis of compensation should result.

MAURICE TAYLOR.

Should the National Office Be in Washington?

At the last meeting of the Executive Committee a proposal was made that the national office of the AASW be moved to Washington. A committee, composed of S. P. Breckinridge, Chairman, Mrs. Kathleen Lowrie, and Peter Kasius, was appointed to examine the desirability and practicability of such a move and to report back to the Executive Committee at a later meeting.

The Problem of Discharge Under Civil Service

THE Twin City Chapter has been concerned with the professional implications of the legal technicalities that centered on the case of a social service investigator in the relief department of the Minneapolis Board of Public Welfare. This investigator, Mrs. Blanche Von Pohl, was suspended for ninety days without pay on September 9, 1933, and later recommended for discharge by the Superintendent of the Department of Poor Relief, Mr. M. U. S. Kjørlaug (a senior member of the AASW), on grounds of insubordination, willful violation of rules and regulations of the department, making false reports, untrustworthiness, and conduct unbecoming a representative of the department.

Mrs. Von Pohl had been certified to the DPR on August 7, 1931, by the Minneapolis Civil Service Commission. Reports of her behavior prior to her suspension indicate that she had long been a trouble maker and discourteous to clients. She was not a trained worker and began her service under Mr. Tattersfield (Mr. Kjørlaug's

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predecessor) who had served many years as the head of the city poor relief department.

At the hearing before the Civil Service Commission of the charges against Mrs. Von Pohl, the Commissioners found it difficult to agree, but finally sustained the charges of the Superintendent for suspension. However, the vote of the Commission to suspend was on the charges of "insubordination and making inaccurate reports" and ignored the evidence of making false reports and discourtesy to clients; thus the most serious professional faults in the behavior of the worker were disregarded. In view of this situation, the Board of Public Welfare authorized Mr. Kjørlaug to take appropriate action to bring the case before the District Court because in its opinion the decision was erroneous. A Writ of Certiorari was issued in the District Court requiring the Civil Service Commission to certify all proceedings to the Court for review. On December 28, 1933, Judge Montgomery ordered the Commission to discharge Mrs. Von Pohl, thus upholding Mr. Kjørlaug's position. This order was made on the theory that the City Charter removed the power of discharge from the department head and placed it in the hands of the Commission; that the department head could do nothing but suspend for a maximum of ninety days; that the Commission could do nothing but discharge or reinstate; and that the findings of the Commission as to insubordination and inaccuracy of reports were sustained by the evidence and were grounds for discharge.

A stay of twenty days was granted and on January 25, 1934, application was made by the Commission before Judge Montgomery for amended findings and order. On June 21, 1934, Judge Montgomery made an order amending his previous findings and reversing his previous decision. Thus the Commission's order to suspend was sustained.

The court's order was based upon technical legal questions relating to the powers of the Commission and of a departmental head in matters of suspension and discharge as these were set forth in the City Charter and in the Rules of the Commission. The order did not re-consider the evidence of unprofessional conduct of the worker.

The Board of Public Welfare then took steps to employ private counsel to appeal the case to the Supreme Court for a review of the evidence, but it was ruled by the City Attorney that his office, rather than a private attorney should represent the Board in an appeal. Pressure seems to have been put upon the Board about this time and in any event the Board voted to re-instate

Mrs. Von Pohl. She is now again a regular employee.

At this point the Committee on Public Relations of the Twin City Chapter became interested in the case in view of the serious menace it carried to professional standards of social work in public departments. At a meeting of the chapter on October 30, 1934, the case was thoroughly reviewed and discussed. The chapter then voted to raise funds to take an appeal. The Committee approached the Minneapolis Legal Aid Society to secure legal representation and although this agency could not undertake the case, the Councils of Social Agencies of Minneapolis and St. Paul became interested and considered giving the chapter support. Further investigation of the situation by the Committee revealed the following points: first, the only persons who can appeal the case are the original parties, and by voting to re-instate Mrs. Von Pohl, the Board of Public Welfare has already removed itself from this category; second, this re-instatement vote of the Board makes it difficult to justify an appeal on the original evidence of unprofessional behavior; and third, the question is a close legal question at best with consequent doubt as to the outcome of an appeal. Under these circumstances the efforts of the chapter are at least temporarily blocked.

The central problem in this case from the point of view of the AASW is the fact that legal technicalities and political pressures have stood in the way of discharging an incompetent and dishonest social worker (untrained) in a public relief department when the evidence of her unprofessional behavior was well-established. This situation has tended to lower the morale of all the trained social workers in this department and is a menace to the standards of professional social work in the public service.

The members of the Committee on Public Relations of the Twin City Chapter are: Pierce Atwater, St. Paul; Gertrude Cammack, St. Paul; Dr. Hyman Lippman, St. Paul; Sarah Brown, Minneapolis; Judge E. F. Waite, Minneapolis; Mrs. Ruth Koontz, Minneapolis, and Professor F. Stuart Chapin, Minneapolis, Chairman of the Committee.

F. STUART CHAPIN.

A thousand members of the New York City Home Relief staff, determined to become even better qualified for this relatively new profession, have signed up for night classes at the various local universities and two thousand members of the Work Division staff, with similar ambitions, have registered for evening courses held at the headquarters of this branch of the Emergency Relief Bureau.

HOUSING NEWS

The National Conference of Social Work, which will meet this year in Montreal, Canada, will devote a considerable amount of time to housing. The following have been appointed members of the Committee on Social Aspects of Housing:

Louis Brownlow, Public Administration Clearing House, Chicago, Ill.

Ernest J. Bohn, National Association of Housing Officials, Cleveland, Ohio

Helen Alfred, National Public Housing Conference, New York City

Helen W. Atwater, American Home Economics Association, Washington, D. C.

Hon. Herbert A. Bruce, Lieutenant Governor's Committee on Housing Conditions, Toronto

Abraham Goldfeld, Lavanburg Foundation, New York City

Andrew Hepburn, Boston

Joel D. Hunter, United Charities, Chicago, Ill.

John Ihlder, Alley Dwelling Authority, Washington, D. C.

Loula D. Lasker, The Survey, New York City

Rev. Edward R. Moore, Catholic Charities, New York City

Mary Simkhovitch, Greenwich House, New York City

Dr. Louise Stanley, U. S. Dept. of Agriculture, Washington, D. C.

Florence Thorne, American Federation of Labor, Washington, D. C.

Joseph P. Tufts, Pittsburgh Housing Association, Pittsburgh, Pa.

E. J. Urwich, University of Toronto

* * * *

The Council News Letter of the Metropolitan Housing Council, 520 N. Michigan Avenue, Chicago, Ill., contains interesting housing news items. Hereafter, it will also carry one-page articles on the housing problem written by an authority on the subject.

* * * *

Beatrice Greenfield Rosahn has written an article for the *National Municipal Review*, December, 1934, on "Rehousing the Slum Dweller Is Not Enough." The article deals with educating the tenant.

* * * *

In Dr. Edith Elmer Wood's article on "Housing—Public and/or Private" (*Survey Graphic*, January, 1935), she points out which territory should be developed by private enterprise and which by the government. She bases her conclusions on an analysis of the Real Property Inventory of 64 cities made recently by the U. S. Department of Commerce.

* * * *

The Second Washington Conference on Slum Clearance and Rehousing is to be held at the Willard Hotel, Washington, D. C., from January 18th-20th, 1935. Mrs. Mary K. Simkhovitch is chairman, and Mrs. Franklin D. Roosevelt will open the conference. Subjects to be discussed: Community Education in Public Housing; Land Costs, Values and Acquisition; Public Housing Policies; Organization and Operation of the Housing Division, PWA; Organizing Opinion and Action for the Creation of Municipal Housing Authorities.

Personnel Standards

On Saturday, January 5th, while the daily newspapers were still issuing statements from Washington on plans for returning to state and local auspices the full responsibility for the chronically unemployed, and plans for replacing home relief with employment relief, the members of the Division on Personnel Standards in a full day session re-examined some of the issues before it. Certain means under consideration for strengthening personnel standards had until that moment taken a direction which would gear in with the practical problems of relief administrators and the position taken by FERA on social work personnel. Unknown elements in federal planning and their possible effect upon social work personnel obscured the paths along which the Division's planning might look in its efforts to strengthen personnel selection, purposes of training, etc.

The professional association's task remains one of avoiding a natural selection process and in favor of advancing ways and means of insuring selection and protection of persons qualified to do social work.

The Division members examined a plan whereby the AASW might set up a system for registering, according to a uniform standard lower than that of membership requirements but high enough to insure academic eligibility for professional training, those persons engaged in social work who wish to qualify provisionally and in this way to affiliate with the professional association. Discussion centered around arguments in favor of the plan which are represented in the November issue of *The Compass* under "Index to Provisional Workers."

The two important points which gained weight in the progress of discussion were (1) that there is, for immediate purposes, a definite need for a country wide index to the existing numbers of persons who could qualify on the basis of general education and on the basis of some known capacity for the type of work in which they are occupied; (2) that it is all important to professional growth in the field of social work that people with the desire and the capacity be definitely enlisted and encouraged to prepare themselves for professional placement in the field. Some revision of the tentative plan before the Division members was therefore outlined for an editing committee that would throw weight on the above points.

The final form of the plan which the AASW Executive Committee has recommended is to be submitted by the Division to the Delegate Conference in February, and it is planned to issue this

for chapter discussion. The features of the plan are essentially the features of the original proposal for Provisional Membership. The same persons whom it was originally designed to reach are the persons with whom the plan is concerned.

These are the persons in the field around whom the Association's extension of program should be shaped if the future professional character of social work is to be safeguarded. The direction of that program would be determined by the number of people who choose to and can place themselves on the affiliate list. The value of the system would obviously be cumulative and self-determining. It would be conceivably another important step in the direction of reciprocity in any legal certification system. The first step is represented in the level of membership requirements for the AASW. The practical problems raised in each effort so far to approximate a definition of

who shall be recognized as a social worker, provisionally and otherwise, have been raised chiefly in connection with the lower ranges of qualifications.

The Division on Personnel Standards at its meeting also discussed or passed upon certain formulations that suggest proper bases for chapter discussion and Delegate Conference discussion. These had to do with questions in connection with registration and certification for social workers, and professional education for social workers. They included also recommendations concerning personnel selection on the basis of qualifications for the work in contrast to local residence per se and recommendations on personnel qualifications as an important element among the criteria used by endorsing organizations such as councils of social agencies.

C. C. R.

A PROPOSAL TO RAISE AASW DUES

THE Executive Committee presents the following proposal to the members of the AASW and to the chapters:

That the annual dues to the Association be increased from \$5.00 to \$7.50 for full membership, to include both national and chapter dues; and that dues for junior membership be increased from \$3.00 to \$5.00 to include both national and chapter dues.*

The Executive Committee recommends that this action be taken at this time, after several years of program and budget planning for the Association, from which it has been made clear that a great gain would be made in the effectiveness of the Association and its chapters.

The Committee considers that the AASW has a responsibility for influencing the planning of social welfare programs, local, state, and national, to a greater degree than in the past; it considers the standards of personnel to be employed in social welfare programs as a matter of critical importance and that the membership requirements of the AASW constitute one of the strategic factors in establishing a working basis for such standards;

it believes the maintenance of these standards, and of proper employment conditions for social workers to be matters requiring the constant vigilance of the AASW; it regards the Association with its chapters and national organization as a valuable asset to social workers, providing a medium through which they can make their collective contribution to social policies and practice more effectively than would be possible for each as an individual.

With these considerations in mind, the Executive Committee believes that if the AASW is to meet its rapidly expanding responsibilities it will be necessary to have additional financial support for both chapter and national programs. After careful consideration of the problem of providing additional revenues for professional activity, the Committee presents the recommendation that the By-Laws of the AASW be changed at the Delegate Conference in Washington, February 15, 16, and 17, to increase the dues as above stated.

In further support of the proposal, the Committee presents details of the plan, certain considerations about chapter and national budgets, and other problems of AASW organization.

I. THE PLAN FOR INCREASED DUES AND FOR JOINT COLLECTION OF CHAPTER AND NATIONAL DUES

For an organization of professionals, supported by its own membership dues, the proposed amount

of \$7.50 is comparatively a low figure. When the local as well as national dues are included, it is probably less than for other professional organizations and but a fraction of the amounts required for membership in labor unions and other occupational associations.

It is proposed to make a joint collection of chapter and national dues because of the wasteful ef-

*The Association would continue to have a considerable number of junior members for several years to come, even if the proposal to discontinue new junior applications, beginning July 1, 1935, is adopted by the Delegate Conference. This proposal would not be retroactive, so that all junior members now in the Association and those filing applications between now and July 1, 1935 who are accepted for junior membership, would be continued as junior members until they qualify for full membership for which a five year period is allowed.

fort required in collecting twice in small amounts for practically the same purpose from the same persons year after year. With the routine cost of collection and record keeping under careful scrutiny, it is still impossible to collect dues of \$5.00 without expense for bills, postage, follow-up letters, clerical help, etc., which add up to a very considerable proportion of the amount collected. Chapter dues are collected for the most part by some member of the chapter, so that financial costs frequently involve only the actual outlay for stationery and postage. This means, however, the expenditure of a vast amount of volunteer professional time and effort which could surely be put to use for more constructive aspects of the chapter program. On the other hand, with the new plan in operation, it would add nothing to the cost of the national office to collect the combined amount and refund each chapter's share.

The new proposal means that dues would be changed so that each member would be billed for the increased amount and that \$1.50 of each membership and junior membership dues received by the national office would be refunded in monthly payments to the chapters.

Chapter dues for the most part are now \$1.00 a year. In a few instances it is a lower figure and

in some of the larger chapters dues are \$2.00. The chapters would benefit by the plan in that chapter dues of \$1.50 would be received for every member of the Association in the chapter area, whereas under the present method of volunteer dues collection, many of the chapters receive dues annually from only a portion of the members in the area.

Geographical and other circumstances inevitably create inequalities in the benefits derived from membership in the Association regardless of the schedule of dues. At present, of the 8600 members of the AASW, about 500 are in areas in which there are no chapters and are unable to participate in chapter activities from which more direct benefits are derived. It is planned that the extra payments from members in non-chapter territory would be earmarked for particular activities by the national office in relation to the interests of these members. The proposal for joint collection of chapter and national dues and refunding to chapters of an amount for each member in the chapter area, is based on the recognition that the chapter has proven itself the effective unit of participation for the members, and should receive financial support from the dues of all members in chapter areas.

II. CHAPTER PROGRAMS AND CHAPTER FINANCES

Chapter membership ranges from 15 in the smaller groups to 1,200 in the largest and it is not possible to speak of the "chapter problem" as though it applied to each chapter equally. The financial problem in the smaller chapters is certainly different and less acute than in the larger chapters. In general, however, it might be said that important activities for the strengthening of professional standards and of social programs are slowed up and abandoned, or in fact never undertaken at all, by reason of lack of chapter funds. In the newer state chapters, means are needed for making possible more frequent and active committee meetings, etc. In all chapters the need for additional activities in regard to social problems and programs, personnel standards and employment practices is recognized, and a modest sum for defraying necessary expenses is required. The plan proposed would give the smaller chapters some increased funds and would release the time and efforts devoted to collection of chapter dues to more constructive uses.

In the larger chapters the problem is more acute. Several chapters have doubled in size in the past few years and the clerical and routine tasks of keeping lists, collecting dues, organizing committees, and running the skeleton program of maintenance activities, have become overburdensome

for chapter officers whose regular duties require them to carry on Association tasks in their spare time. The amount of time that is at present required for the routine tasks seriously interferes with program and organization activities. At a time when many new and critical responsibilities are placed on the social work profession, it is of the greatest importance that chapters be implemented with adequate budgets for active programs. For four years the Cleveland Chapter, by its own efforts, has collected from its members sufficient funds to employ a half-time executive secretary. This fall two other chapters, Los Angeles, and New York City, have increased chapter dues, secured additional contributions and employed executive secretaries.

For these larger chapters, the proposed plan will not solve the financial problem. It will, however, supply such chapters with a substantial refund without effort on their part which will aggregate more than they now collect because of the fact that it will be complete coverage for all the membership in the chapter area.

Since 1925 a part of the AASW revenues has come from contributing and sustaining memberships. A contributing member is one paying annual dues of \$10.00 to \$24.00, and a sustaining member one paying \$25.00 or over. Provision

for such memberships was made because it was recognized that some members could and were willing to pay larger amounts than others toward the support of the AASW program. Receipts from such contributions have gone into the gen-

eral budget in the past. Under the new proposal, it is planned that the national association would cooperate with chapters in securing contributing and sustaining memberships to be devoted to chapter budgets.

III. THE NATIONAL ASSOCIATION PROGRAM AND BUDGET

As a basis for consideration of budget and finance policy, the Committee presents the following condensed summary of the program and activities of the national organization.

The national is regarded as having three major functions: (1) Serving as a representative of the membership in matters in which collective relationship is needed for the profession of social work; (2) serving as a clearing, stimulating and coordinating agent for the professional programs of chapters and members; and (3) setting a standard of approved qualification for the field of social work through its membership requirements.

Behind these functions is the necessity to keep membership lists, do the necessary work on applications for membership, collect dues, etc., which requires considerable staff and outlay for a membership of 8600.

The functions of the national office do not lend themselves to special project accounting in the budget, and except for the special items in the budget (see next page), the general program is covered by the salary and office expense items.

This program, however, includes the following activities:

1. A Division on Government and Social Work in which there are six active committees dealing with various phases of federal and state welfare programs.
2. A Division on Personnel Standards with two committees and having responsibility for Association activities in relation to personnel standards generally, including registration and certification of social workers, civil service and other forms of staff selection, problems of professional education, etc. This Division also assumes that the Association is not only responsible to and for AASW membership but for the entire personnel in social work.
3. A Division on Employment Practices, with special committees, dealing with various phases of conditions under which social work personnel is working.
4. The National Membership Committee and its sub-committees in charge of administration of membership requirements.

5. Several special committees, for instance, the Committee on the Encyclopedia of the Social Sciences, the Committee on Annuities, and the Job Analysis Committee which is working on publication of two volumes representing studies of positions in vocational guidance and in positions dealing with delinquency.
6. As part of its general function, the AASW publishes the *Compass*, special chapter bulletins, and occasionally special volumes and pamphlets on social work theory and practice.
7. A considerable item is included in the budget for travel expense for the national staff to provide direct contacts with chapters, conferences, etc., and also for expenses for meetings of the major committees of the Associations as a means of drawing into the management of the AASW program members in various parts of the country. Expenses of this kind are provided for the three division committees, the National Membership Committee, and the Executive Committee.
8. The Delegate Conference is regarded as one of the important factors in the AASW year as a means of pointing up chapter and national programs and of coordinating the work of the widely dispersed membership. Successful experience with one such Conference in 1934 has led to the adoption of the Delegate Conference as a regular feature of the AASW program.

For several years the Association has grown faster than could have been anticipated in advance. This has resulted in increased costs because obviously an organization of more than 8600 members cannot operate on machinery geared to dealing with four or five thousand. At the same time the prominence of social work in unemployment relief measures and such activities of the Association as its work on the Costigan-LaFollette bills in Congress brought on demands for greatly expanded services by the Association which could only be met by increased staff. Until several years had elapsed, however, and until the steady growth had brought an accumulation of balances,

it was not possible to add enough to the expense budget for the enlargement of the staff.

The Executive Committee has held consistently to the policy that balances should be applied to developing services of the Association and not held in an unexpended reserve fund. The phenomenal growth of membership in 1933 (three times as great as in any other year) brought the accumulated balance up to an amount sufficient to put this policy into effect. Miss Robb was brought on the staff late in the year, first on a temporary appointment and then, as the membership continued to increase, on a permanent basis to develop especially the personnel standards program.

In July, 1934 the Executive Committee appropriated \$5,000 of the accumulated balances for another staff member, Mr. Winters, for the period of that appropriation to get the program of the Division on Employment Practices under way.

These additions, together with necessary clerical, travel, and other expenses, added cost of the *Compass* which must reflect these additional activities, the Delegate Conference and other factors, have brought the Association's annual expense above the annual income.

In making plans for 1935, the Executive Committee added three additional expense items to the budget:

1. To carry out the By-Law provision for election of officers by mail, \$450.00.
2. To continue the work of the Employment Practices staff for the whole year, instead of ending in May or June when the original \$5,000 appropriation would be exhausted, \$3,665.11 which in addition to the \$2,334.89 still available from the original \$5,000 appropriation will make \$6,000 available in the budget for 1935 for the salary of the Assistant Secretary, a stenographer, travel, office, and other expenses of the Division.
3. To gather material and publish a list or directory of members of the AASW with a brief professional record for each member, \$2,500.

These expenditures, plus the other costs of maintaining the AASW program, are expected to total \$51,950 in 1935. To meet these expenses, it is estimated that \$40,400 will be received from present dues during the year, and there was \$9,894.32 balance on January 1. Unless, therefore, additional revenue is provided, there would be a deficit of \$1,655.68 next December.

Much more significant is the fact that after this year, unless additional income is found, the present program would have to be drastically curtailed as it would be necessary in that case to operate on the income, as there would be no balance at the beginning of 1936.

The Executive Committee believes that it is of great importance to social work and to members

of the AASW that plans should be made for greater rather than less professional activity through the AASW and that it is consequently imperative to increase the membership dues of the Association to maintain present activities and increase the program as further growth occurs.

IV. ALTERNATIVE METHODS

The Executive Committee has considered other plans for increasing the AASW revenues instead of increasing the basic dues.

One plan considered was the exploitation of the present provision for contributing and sustaining memberships. To secure any considerable revenue from these sources, however, it was apparent that the national would necessarily be competing with the chapters, as the needs of chapters will require contributions in increasing numbers from those members who are able and willing to pay more than the minimum.

A second plan considered was the assessment of dues on the basis of the individual member's income (or on classifications of income). This plan presents two major difficulties: that to meet the purpose of this plan, it would be necessary to establish the allowable exemptions and deductions of an income tax system; and secondly that it would be administratively impossible to carry out.

For the Executive Committee

DOROTHY C. KAHN, President
LEROY A. RAMSDELL, Treasurer

1934 FINANCIAL STATEMENT AND 1935 BUDGET

	1934 Financial Statement	1935 Budget
Income		
Dues	\$40,440.75	\$39,000.00
Publications	2,081.69	1,200.00
Miscellaneous	308.73	200.00
Operating Income	\$42,831.17	\$40,400.00
Beginning Balance	10,700.54	9,894.32
TOTAL INCOME	\$53,531.71	\$50,294.32
Expense		
Salaries	\$25,621.92	\$27,000.00
Office Expense	5,992.10	6,000.00
Travel	5,574.12	5,500.00
Compass	2,363.72	3,000.00
Publications	392.50	500.00
Conference	1,027.92	1,000.00
Employment Practices	2,665.11	6,000.00
Election	—	450.00
Directory	—	2,500.00
TOTAL EXPENSE	\$43,637.39	\$51,950.00
Balance	9,894.32	—
Deficit	—	\$ 1,655.68

EMPLOYMENT PRACTICES IN SETTLEMENTS

THE following statement on employment practices in settlements was prepared by a group of settlement workers in Philadelphia and presented by Miss Margaret Birdsong at the Philadelphia Chapter meeting, November 8, 1934:

This report is a digest of discussions by a self-appointed committee to consider personnel problems and practices met by the staff workers of settlements. Most of the points considered apply equally, we believe, to workers in all types of group work. It is not a report of findings from a questionnaire or by a study group, so it can only touch on the problems in a general way and cannot be specific as to a program for meeting these problems. In general, we feel that a joint committee of executives and staff workers in the field of group work should conduct a study for the AASW as a sub-division of the committee on personnel problems and practices now working on the problem for the case work group, making recommendations for raising the standard of such practices in group work, and thereby bringing into closer relationship and understanding two very vital branches of social work.

The problem of personnel practices in settlements is a particularly knotty one because of the settlement philosophy of neighborliness and service of a personal and continuing sort, which makes necessary residence in the neighborhood and a house adequately staffed at all times to meet neighborhood needs as they arise.

This necessitates a staff for 24 hours a day and seven days a week and the resident aspect of the job raises the problems of adequate staff and staff relief from duty, free time and available recreation and what we term a margin for personal life outside of the settlement household.

This element of residence also enters into any discussion of adequate wages for settlement workers and our group did not feel well enough informed to do more than register concern because of the uncertainty of wages, lack of regular raises and inability to save for further education and for security against sickness and old age—a concern which I think is common to the whole field of social work. We felt that these considerations are important for growth of the profession, both in keeping valuable workers in the field and in attracting people of training and ability into the profession.

For more detailed discussion I should like to outline these problems under three heads:

1. Hours and schedules
2. Recreation and free time
3. Raising of professional standards through study

Under the first heading comes the consideration of the fact that the group worker must meet the heaviest demands on his energy and ingenuity at the end of the day and until 9 or 10 o'clock at night. No matter what other demands come during the day, the appointments of the late afternoon and evening must be prepared for and met. Holidays and week-ends are also busy times in most settlements. This leaves mornings or occasional early afternoons theoretically free for the group worker.

So far there has been no satisfactory schedule arranged to allow for attendance at meetings pertaining to the work. In these times of co-operative activity it becomes increasingly hard to attend the necessary meetings so that more than ever the free mornings of the group workers become full mornings.

To offset the strain of evening and week-end appointments, most houses allow one free night a week to each full-time worker and an occasional long week-end from Saturday morning to Monday noon. In some cases these are regularly scheduled but in many cases they are left to the discretion of the worker who must arrange for the time when a break in the program makes it possible. Lack of definite planning for free evenings often discourages a worker from asking for the time she really needs. For this reason the group feels very much in favor of scheduling regular free time which can be taken and planned for in advance.

Working evenings, holidays and often week-ends, has the added bad feature of cutting group workers off from contacts with everyone except other group workers and therefore of narrowing them personally and professionally.

This brings us to the discussion of recreation and free time. The problem faced by the group worker with one evening a week, occasional week-ends and some morning time on her hands, is the use of recreation time for relaxation, spiritual and intellectual nourishment and activity that is refreshing and stimulating. Concerts, the theatre, lectures and social activities with friends outside of other group workers is a rare treat, almost out of consideration; and as for undisturbed quiet for reading, study or rest, that too is difficult in as busy a household as a settlement. We feel that now, with additional staff, this topic of recreation for recreation workers might wisely be given consideration with the idea of scheduling free time which is really what the term implies.

The raising of standards of group work through opportunities for study is the problem

which as staff workers concerns us most.

The social sciences are changing and developing constantly. The new leisure is putting increasing demands upon us for group organization and activity and knowledge of group methods, types and techniques. It requires constant study to meet these demands. Every good group worker must also approach his work as a case worker studying the background of the individuals in his group and each individual's reaction toward the group.

We are conscious of the necessity of broadening our experiences through well planned accredited courses, and yet there are neither classes to attend at a time when we are free to attend them nor time allotted in our schedules for the taking of such courses.

We are further concerned because we feel that there is not a wholesome representation of group workers in the AASW and yet although most of

us have had at least two years in an accredited college or are graduates of schools of special training, we see at present little opportunity of meeting requirements for graduate work for membership in the AASW.*

Unless some steps are taken to meet this problem of accredited courses for group workers at a time when they can take them, group work will have to be carried on by poorly equipped workers, few from the group work division of social work will be eligible to membership in the AASW and many excellent workers will be lost to that very important field of social work.

MARGARET BIRDSONG.

* (EDITOR'S NOTE: The membership requirements of the AASW do not specify graduate professional education and many members have attended undergraduate professional schools. However, employed social workers in various fields of social work are likely to have difficulty in meeting the professional requirements if they have had only two years of college work because of the fact that the professional school most accessible to them may not accept undergraduate students.)

DISRUPTIVE TACTICS AND SUMMARY DISCHARGES

THE discharge on October 4, 1934 of Sidonia Dawson, Supervisory Aid, New York City Home Relief Bureau was reviewed by the New York City Chapter at its last meeting. Miss Dawson is not a member of the Association but, acting on a suggestion from the floor, the Chapter voted at a previous meeting to investigate the facts of the case since Miss Dawson had been dismissed without a hearing for "activities inside and outside of the office."

A special committee was appointed consisting of Ida H. Curry, Chairman, Erma Coffman and Clarence King. The findings of this committee which were presented to the Chapter are summarized below. Supplementing this report, a statement was prepared by the Executive Committee of the Chapter analyzing the difficulties and principles involved in the case. This statement is printed in full following the summary of the findings.

Action was taken by the Chapter adopting the Executive Committee's report including the recommendation that its Committee on Public Welfare Relations be instructed to offer to es-

tablish contact with the Home Relief Bureau for a cooperative approach to the problems of personnel. A motion made on the floor of the meeting that the Chapter recommend the reinstatement of Miss Dawson was lost.

The study of the case gave the Chapter as a whole a clear understanding of the issues involved in the light of which its responsibility for a constructive approach to problems of this nature may be examined. As a step in this direction the Chapter has already appointed a Committee on Personnel Practices.

The significance of the case for all the chapters of the Association is that it is not an isolated one but represents a problem of considerable magnitude in public relief organizations. Disruptive tactics of employees on the one hand, and summary discharge by the administration on the other hand, point to the urgent need of more constructive and more widely accepted employment practices. Considerable progress in this direction should be possible through the Association's Division on Employment Practices which has already embarked on a study of grievance procedure.

SUMMARY OF FINDINGS OF CHAPTER COMMITTEE

Like many Home Relief offices in New York City, the one in Precinct No. 18, where Miss Dawson was employed, is located in a school building. In this particular office the only entrance to that part of the building used by the Bureau is through a fire escape. There is no place for anyone to wait downstairs, except in the courtyard. The fire escape opens into the reception room

which still contains the children's desks, now used as seats for clients. Because there is no other space available, applicants are also interviewed in this same room.

Two staff members, called guards, are stationed at the foot of the fire escape. As clients pass through they are given numbers so they will be called in proper order. When a delegation ar-

rives, and there are many delegations coming with and without appointments, one of the guards remains at the foot of the fire escape while the other goes in to announce the delegation to the supervisor, whose practice is to see only two or three representatives of a delegation.

On the morning of September 27th an excited woman client struck a staff member, disturbing the routine of the office and leaving everyone nervous and excited. While this client was in the office of the acting precinct supervisor, a delegation arrived. In spite of the fact that the man heading the delegation knew the custom of the Bureau, the whole delegation passed through the guards up the fire escape and into the reception room. Police reserves were called in and the delegation was ejected. There was considerable confusion and violence, the leader of the delegation being struck on the head and several delegates arrested. Miss Dawson called to the police to desist from beating the leader. Certain points are in dispute, among them being whether the delegation was asked to go before it was ejected, who started the violence, and who was responsible for calling the police.

The next morning a flyer headed "Is the Police Department Running this Precinct?" was placed on every employee's desk. After noting some of the incidents of the previous day, the flyer demanded the discharge of the acting precinct supervisor if she were responsible for calling the police reserves. Everyone was asked to picket the office of the Home Relief Director that afternoon, when a delegation from the Home Relief Bureau Employees Association was to see him about the discharge of a member of the Association.

Miss Dawson, who was Chairman of the Precinct Grievance Committee of the Employees Association, was a member of the group which prepared this statement. Although as Chairman of the Grievance Committee Miss Dawson had access to the supervisor, she made no attempt to reach her.

When the meeting with representatives of the Employees Association was being held in the office of the Home Relief Director, Miss Dawson addressed about 100 Home Relief workers outside

the building, repeating the statements and demands of the flyer.

A petition denouncing the attitude of the Grievance Committee was subsequently circulated among the precinct workers, a large number of whom signed, and a second flyer was distributed denouncing the signers of the petition. The day after this, the Grievance Committee held its regular meeting with the acting Precinct Supervisor. She thought the group was too excited to discuss the incident and did not permit it to be given any consideration.

In the meantime the entire incident had been discussed by the Home Relief Bureau Executive Council, a group which, among other things, had been trying to work out satisfactory cooperative relations with the Employees Association. The Council registered its judgment that Miss Dawson's services should be dispensed with.

On October 4, the Assistant Borough Director told Miss Dawson that she would be permitted to resign, and when she refused to do this, told her that she was dismissed. The reason as given in a written statement for which Miss Dawson asked was as follows: "Your activities both inside and outside of the Precinct office during the past week have indicated that it is no longer desirable to have you remain on the staff." It was explained that this action was not related to her work or to any protest she had made about police brutality, but because it was a serious matter for an employee, particularly one holding a supervisory position, to make a public speech criticizing the administrative staff and claiming that it was not in sympathy with the clients or with the workers. It was pointed out that a speech denouncing the city's relief policy as inadequate was one thing but that complaints regarding supervisors should be made through the proper authorities.

A third flyer was circulated denouncing Miss Dawson's dismissal and demanding her reinstatement. The incident received considerable publicity and the Director of the Borough caused a thorough investigation to be made by an impartial investigator. The results of the investigation showed that the facts were substantially the same as were found by the Chapter Committee.

SOME IMPLICATIONS OF THE SIDONIA DAWSON CASE

The Executive Committee of the New York Chapter, AASW, has welcomed the opportunity to examine the case of Miss Sidonia Dawson and is deeply appreciative of the careful and fair report to which you have just listened. The Executive Committee is not in a position to act as a grievance or complaint bureau in general and it does not feel, moreover, that this case is clear-cut enough to make specific charges or recommenda-

tions. It would not be easy to apportion blame and it is obvious that there are many extenuating circumstances to account for the behavior of the chief participants in the incident. The Executive Committee is, moreover, not interested in apportioning blame but in trying to isolate for analysis some of the major factors arising out of this case which have a bearing on the problems and policies of the Home Relief Bureau.

Supervisory Control

Among complicating factors which do not appear in the report are that the incident described was one of a series of disturbances in this precinct, and that the supervisor had recently resigned and an assistant had suddenly, and on a temporary assignment, been placed in a position of great responsibility. We note then that in an agency the size of Home Relief, the question of sufficient, adequate supervisory personnel is always significant and may become acute. The constellation of qualifications needed in major administrative positions in social work, that is, training in case work, community organization, public relations, staff leadership, office management, calls for increased compensation for a more effective administrative structure. The fact that these qualities are not often found in a single person and that there is a scarcity of such personnel at present increases the complexity of the problem.

Physical Equipment

We cannot overlook the fact of the inadequate equipment of the precinct office. Overcrowded, badly ventilated, miserably placed in a corner of a public school, the housing conditions cumulatively operate on workers, clients and supervisors and in time induce fatigue, tension, and even hysteria. We realize that even though money is available, the practical difficulties of finding housing space for so awkward a tenant as a large relief agency have proved very great. New building may be the only possible solution. Nevertheless, we can only state that social work and lay opinion must be effectively mobilized to relieve these intolerable conditions. So long as they continue, outbreaks and the mishandling of outbreaks are likely to recur.

Motivation of Workers

The Executive Committee is in great sympathy with one aspect of the case. Many workers within the Home Relief offices, and in other places, have organized to try to increase the adequacy and regularity of relief. Some have made effective contribution to raising standards. Others have been pushed beyond their control by strains in the total situation and feel a sense of frustration and impotence which seeks various outlets of less social value. That we have in this case the motive of deep and genuine concern for client welfare is not to be doubted. Any attempts to arouse the public to endorse better relief practices deserve a respectful consideration. That over-identification with the clients as against the agency and harrasing tactics generally were here adopted seem to us an unfortunate expression of a fine motive.

An element which seems to have complicated this case and which appeared in the investiga-

tions, was the condition of insecurity among Home Relief workers. As standards for the personnel are progressively raised tensions and active conflict are inevitable. Until reasonably high standards for personnel, as well as security of tenure, are achieved these conflicts will exist. For these reasons extreme tolerance, wisdom and patience must be invoked to avoid injustice to individual workers.

Delegations

We assume that expression of community opinion is normal and that a reasonable proportion of an executive's time should be taken up with meeting individuals and delegations. Some administrators have proved wiser and some offices are better adapted than others for dealing with complaining delegations. However, the attempt to handle large delegations in the pitifully restricted quarters already alluded to has proved very difficult. In some places delegations tend to crowd the waiting room, actively interfering with the care of other clients, and although it is quite natural that each delegation feels the importance of its own objectives keenly, the cumulative effect of large successive delegations means disruption of all office system and morale. Instances are reported in which delegations insist upon priority of treatment and try to organize clients waiting their turns to strike for the same priority. Matters are further complicated if impossible requests beyond the limitations of the Wicks Act are violently insisted upon. We believe Home Relief has been justified in asking that representatives of delegations rather than the larger groups should be received in the precinct offices, and although exceptions may be made when space and time permit, that this is a sound general practice.

Police

The Executive Committee does not feel that the use of police is a useful or necessary ingredient in any form of relief administration. Police protection in social work should be invoked only as a last resort. All over the country social workers have achieved constructive relationships with pressure groups without the use of force, and this has also been true locally. We do recognize, however, that the protection of either clients or staff, or both, may at times require police intervention. What is not always recognized by workers unfamiliar with the Home Relief problem is that besides the possibility of police intimidation of groups, there is the possibility of group intimidation of either clients or staff. Such activities have been quite serious and at times have assumed the proportions of organized intimidations. We do not pretend that ends in this world can always be achieved by pointing things out reasonably. We

recognize that repressive measures can cause or be the effect of organized violence. But just as we recognize the place of organized protest, so we also recognize the place of system, discipline and orderly authority in administration. To grant one without the other seems to us naive. That the size of the Home Relief problem imposes some staff discipline beyond what might be necessary in a private agency, is, we believe, a fact.

Social Procedures and Tactics

We have noticed that in the case under discussion the worker involved did not use established intramural procedures to state her protest, nor did she have recourse to Central Office, but adopted instead certain provocative tactics embarrassing to the administration. No claim has been made that the more usual channels were inaccessible. The tactics seem to have been hastily chosen on the basis of an individual taking the situation into her own hands. We note that having chosen this course of action the worker was discharged at the conclusion of a conference with the executive. The circumstances raise the question as to whether the discharge had not been already decided upon and it is certainly clear that no attempt was made by the administration to find another solution. The Executive Committee does not believe in summary discharges for matters of opinion or for expressions of criticisms no matter how ill chosen. We believe that impartial hearings should be granted. Nevertheless, we realize that the right of self-expression and the form it may take are a proper concern to administration. The logical result, however, of discharge without hearings is dictatorship and repression. The logical result of unchecked, violent tactics against the organization one is working for means the destruction of the organization itself. Forms of arbitration are clearly indicated. Insofar as there are areas of conflict, arbitration machinery especially in large organizations would make for better understanding of the problems in administering relief. To be most effective, arbitration machinery should be worked out democratically between executives and the freely chosen representatives of the staff.

Political and Social Philosophy

This brings us to two crucial issues: the first is that the political and social convictions of some of our membership involve a frank acceptance of a fighting strategy. These convictions are sincerely held and courageously expressed. Insofar as they do not indicate sabotage of the relief machinery many steps would be acceptable to the whole membership. There would always be disagreement as to the value of certain tactics. Even if good quarters, decent standards, adequate relief and adequate staff were achieved, some groups would still

be interested in destroying the relief administration as such in order to hasten a revolutionary order. The second fundamental issue, closely tied up with this, is that no doubt we all believe that the attempt to carry indefinitely some 300,000 families on relief in New York City, or some 18,000,000 individuals in the country at large, is fantastic. Other methods along re-employment lines must be devised and devised promptly. The Executive Committee is not disposed to instruct the membership as to a proper philosophy or proper tactics. The Executive Committee itself represents many shades of opinion on this and other points. We do, however, agree that although we are in favor of the demobilization of much of our present relief structure in favor of other measures, we cannot think that destruction of the relief machinery is professionally justifiable. Home Relief has a realistic, concrete task to meet pressing human needs which in our struggles for more adequate relief we must not fail to understand, and if the structure is threatened too fundamentally it may collapse precipitating great suffering among our clients. Those who think this desirable will consciously, or unconsciously, struggle to bring this about. The AASW is vitally concerned and must decide and redefine what forms of social planning lie within its professional function.

As social workers, our ultimate professional objective is social justice. Those who have abandoned hope of making progress through social procedures must follow the dictates of conscience. Divided loyalty and mental conflict must inevitably endanger the esprit de corps and unity of objectives between executives and staff essential for good service to clients and effective interpretation to the public.

Conclusion

The Executive Committee has reached no final conclusion as to how chapter interest in the personnel practices involved in this case may be crystallized. This commentary anticipates full discussion at the chapter meeting and the opportunity thereafter for the formulation of a policy after such discussion. The Committee on Public Welfare Relations can, if so instructed, offer to establish a contact with E.H.R.B. for a cooperative approach, on the basis of observed experience, to the problems of personnel.

For the Executive Committee,

GORDON HAMILTON
MARY GIBBONS
ANNA KEMPSHALL
MARY PALEVSKY
GEORGE RABINOFF
DOUGLAS FALCONER, *ex off.*

OHIO RELIEF ADMINISTRATION REVISES
PERSONNEL SCHEDULE

A REVISED schedule of qualifications and salaries for personnel in county relief administrations has been approved by the Ohio Relief Administration. Changes in classification have been adopted to overcome the difficulties experienced when qualifications are defined in terms of specific agency positions. With the present plan, desirable qualifications are emphasized and yet not rigidly specified for certain positions. This allows for a certain flexibility in adjustment of personnel which is necessary with the present dearth of professionally trained social workers. It also permits competent social workers

to receive recognition in the form of higher salaries which could be achieved under the former plan only through advancement in position. Thus there may be a certain lessening of the process by which case workers have been quickly advanced to supervisory and executive positions.

Another valuable feature of this plan is that it represents a nucleus or a starting point for a state plan of certification. The qualifications which it establishes may become the rallying point for public and private social workers in working for state certification.

Classification	Qualifications	Salary Range
Case Worker—Grade I . . .	1. Graduation from a four-year course in a college or university. 2. Successful completion of at least twenty-four semester credit hours and three hundred hours of supervised field work in a recognized school of social work. 3. Three years of successful full-time experience as a social case worker with an approved agency. An additional year in an approved school of social work may be substituted for one year of experience, but in no case shall the field experience be less than two years in addition to the required training period. 4. Successful supervisory experience in social work and demonstrated executive and administrative ability	Open
Case Worker—Grade II . . .	1. Graduation from a four-year course in a college or university. 2. Successful completion of at least twenty-four semester credit hours and three hundred hours of supervised field work in a recognized school of social work. 3. Two years of successful full-time experience as a social case worker with an approved agency. An additional year in an approved school of social work may be substituted for one year of experience, but in no case shall the field experience be less than one year in addition to the required training period	\$ 110 to \$ 150
Case Worker—Grade III . . .	1. Graduation from a four-year course in a college or university. 2. Successful completion of at least twenty-four semester credit hours and 300 hours of supervised field work in a recognized school of social work	\$ 90 to \$ 135
Visitor—Grade I	1. Graduation from a four-year course in a college or university. 2. One year of successful full-time experience as a social case worker with an approved agency. Additional experience in social work may be substituted at the discretion of the Certification Bureau for the college education, but in no case in which substitution is made shall the field experience be less than two years	\$ 90 to \$ 135
Visitor—Grade II	1. Graduation from a four-year course in a college or university or the equivalent in proven ability	\$ 75 to \$ 105
Student in Training	1. Enrollment in a recognized school of social work. (Part-time) Salary to be computed for time spent in field work, on base pay as indicated	\$ 75 to \$ 100

FELLOWSHIPS AND SCHOLARSHIPS FOR 1935-36

I. AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

1—Atlanta School of Social Work, Atlanta, Ga.

SCHOLARSHIPS AND FELLOWSHIPS 1935-36

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School.

Two fellowships offered by the National Tuberculosis

Association. Open to second year students particularly interested in tuberculosis and health work.

2—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department.

FELLOWSHIPS 1935-36

Two Carola Woerishoffer Memorial Fellowships of

the value of \$860 are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

One or more Grace H. Dodge Memorial Fellowships of the value of \$860 are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

SCHOLARSHIPS 1935-36

The Robert G. Valentine Memorial Scholarship in Social Economy and Social Research of the value of \$400 is offered by Mrs. Frank W. Hallowell, of Chestnut Hill, Mass. It is open to graduates of Bryn Mawr College or of any other college of good standing.

Two Carola Woerishoffer Memorial Scholarships of the value of \$400 are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

One or more Grace H. Dodge Memorial Scholarships of the value of \$400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

Application for Bryn Mawr scholarships and fellowships should be made by March 1 to the Dean of the Graduate School. Application forms sent on request.

3—Buffalo, University of Buffalo, New York. Department of Sociology and Anthropology, Curriculum of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1935-36

One department assistantship providing free tuition and \$150 a year open to graduate students in Curriculum of Social Work on competitive basis.

Compensation arranged in special cases by cooperating agencies for students doing field work.

4—California, University of, Berkeley, Calif.

FELLOWSHIPS 1935-36

James Denman Scholarship is open to women students of the University of California preparing to enter recreation work for young people.

General graduate fellowships through University Graduate Department are available to social service students if qualified.

5—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

SCHOLARSHIPS 1935-36

No special scholarships offered in Department of Social Work.

General scholarships listed on pages 24 to 27 of the catalogue of Margaret Morrison Carnegie College are open to any qualifying student.

6—Chicago, University of, School of Social Service Administration.

FELLOWSHIPS 1935-36

Two university fellowships carry stipends of \$600 and \$750 from which tuition fees must be paid. They are available for students who have completed at least one year of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately \$700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of \$600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships. The Commonwealth Fund has granted a fund to the School to be used for special fellowships in psychiatric social work. These fellowships will be granted only to students who have completed a year of graduate study in a school of social work and have had some social work experience.

SCHOLARSHIPS 1935-36

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund and the Sidney Teller Loan Fund are available for students who have already completed one or more quarters of work.

7—Denver, University of, Denver, Colorado. Department of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1935-36

Two student assistantships which provide half tuition each quarter.

One scholarship of \$100, to be applied on tuition for two quarters, given by Denver Chapter, AASW.

8—Graduate School for Jewish Social Work, 71 West 47th Street, New York.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

1. A number of fellowships and scholarships of \$500, \$350, \$250 and \$150 are available for each school year for especially qualified students. The \$500 and \$350 fellowships are awarded on the basis of a competitive examination held in various parts of the country in the spring of each year. Fellowships of \$250 and tuition scholarships of \$150 do not require an examination. However, the Committee on Admissions and Awards reserves the right to consider for these awards the candidates who took the examination but did not rank high enough for the larger awards.

Fellowships and scholarships of similar size are also available for second year students. These are awarded on the basis of the student's record while in the School. All awards are made in June or July of each year.

2. A fellowship of \$600 is made available by Mr. H. M. Warner in memory of his son, Lewis J. Warner. This fellowship carries full residence in the Edenwald School for Boys of the Hebrew Orphan Asylum of New York City and is intended to enable some young man interested in child care to prepare himself for this work. (This fellowship may not be available for 1935.)

3. In addition to the above, several community fellowships are available each year for students who will pledge themselves to work in those communities for a limited period of time after graduation. For specific information regarding these fellowships, see the catalogue of the School, which will be sent upon request.

4. The Graduate School for Jewish Social Work has a Students' Aid and a Students' Loan Fund for the purpose of helping students who may need financial assistance to take the course in the School.

9—Indiana University, Indianapolis. Training Course for Social Work.

SCHOLARSHIPS 1935-36

No special scholarships for social service students but the general university scholarships are open to these students if qualified.

10—Loyola University, Chicago, School of Social Work.

SCHOLARSHIPS 1935-36

Five scholarships are offered by the School of Social Work, including a year's tuition (\$250) and are available to students holding bachelor degrees from accredited colleges or universities.

Applications must be made before April 15, 1935.

11—Michigan, University of, Ann Arbor. Curriculum in Social Work.

FELLOWSHIPS 1935-36

Graduate students in social work are eligible to apply for regular university fellowships of \$500 each which are awarded on competitive basis to students in different fields. Applications for these fellowships should be received not later than May 1, 1935.

TRAVELLING SCHOLARSHIPS

Earhart travelling scholarships for training in social work are available to senior students in social work. Each of these carries a stipend of \$100 a year. They are used to provide travelling expenses between Ann Arbor and Detroit where field work is given and are awarded on a competitive basis to students who wish to train for social work.

12—Minnesota, University of, Minneapolis. Training Course for Social and Civic Work.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Training Course for Social and Civic Work for at least one quarter. These fellowships amount to \$150 a quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured. No other special scholarships are available for students in social work, but thirteen general academic scholarships ranging from \$50 to \$300 are open to these students if qualified.

Applications for such fellowships must be made not later than March 1, 1935.

13—Missouri, University of, Columbia, Mo.

FELLOWSHIPS 1935-36

Agricultural research fellowships, annual stipend of \$600, open to students of high scholastic standing, holding A.M. degree. Especially for students looking forward to rural social work.

General university fellowships, open to students of high scholastic standing, holding A.M. degree, annual stipend, \$600.

SCHOLARSHIPS 1935-36

Volker Scholarship in Social Service, open to students of high scholastic standing, holding an A.B. degree, annual stipend, \$300.

Agricultural research scholarships, open to students of high scholastic standing with A.B. degree, annual stipend, \$300. Especially for students looking forward to rural social work.

General university scholarships open to students of high scholastic standing with A.B. degree, annual stipend, \$300.

Application for either scholarships or fellowships must be filed with the dean of the graduate school not later than March 1, 1935.

All scholarships and fellowships are for a period of one year, beginning with the opening of the first semester following the award. No service whatever is required of either scholars or fellows in return for the stipend, the sole purpose being to encourage graduate study.

14—National Catholic School of Social Service, 2400 19th Street, N. W., Washington, D. C.

FELLOWSHIPS 1935-36

Six fellowships will be awarded which carry tuition and maintenance. Students are nominated by the following patrons who have created these endowments and are recommended by the School on the basis of competitive examinations:

1. The Hines Fellowship, donated by Mrs. Loretto Hines of Chicago, Illinois.
2. The Hartford Fellowship, donated by the Diocesan Council of Catholic Women, Hartford, Connecticut.
3. The Mary Gess Schrembs Fellowship, donated by the Diocesan Council of Catholic Women, Cleveland, Ohio.
4. The Christine Parrott Donohue Fellowship, donated by Mr. Joseph Donohue of San Francisco, California.
5. The Queen Isabella Foundation, donated by the Daughters of Isabella. (Two Scholarships are available.)

SCHOLARSHIPS 1935-36

Three annual scholarships donated by individuals or organizations will be available which cover the cost of tuition and maintenance and are open to college graduates on the basis of competitive examination.

A limited number of loan scholarships on whole or part-time basis will be available.

Both types of loan scholarship, either part-time or full-time, require repayment by the student on the basis of 5% of annual salary per year until the amount is paid.

Application for scholarships must be submitted on or before April 1, 1935. Communications should be addressed to the Director, National Catholic School of Social Service, Washington, D. C.

15—New York School of Social Work, 122 East 22nd Street, New York.

FELLOWSHIPS 1935-36

Family Field

A limited number of Joint Fellowships will be offered by the New York Charity Organization Society and the School to well qualified college graduates under thirty-five years of age, both men and women. These fellowships prepare definitely for the family field.

Case Work with Homeless Men and Boys

A fellowship will be offered by the Joint Application Bureau (maintained by the Association for Improving the Condition of the Poor and the Charity Organization Society) and the School to a well qualified college man under thirty-five years of age. This fellowship provides special training in case work with homeless men and boys.

Both the Charity Organization Society fellowships and the Joint Application Bureau fellowships carry full tuition and a grant of \$85 a month for the first three quarters, and \$100 a month thereafter. The fellowships cover a period of nine quarters (27 months) with a

minimum of six quarters in residence at the School. Applicants should be free from commitments which would prevent their accepting a position after training with the organization through which the fellowship has been offered. By March 1, 1935, all application material should be on file. Blanks may be secured from the Registrar.

COMMONWEALTH FELLOWSHIPS

Psychiatric Field

A number of Commonwealth fellowships, maximum \$1,200 each, will be offered to well qualified college graduates who have had two years' experience in social case work and who desire special preparation in the psychiatric field.

The training program combines courses and field work, the latter arranged in training centers in psychiatric social work in New York City.

The fellowships become available as of October, 1935 and cover preferably a period of nine months. Tuition must be paid to the School at the beginning of each quarter. All application material should be on file by April 1, 1935.

FOREIGN FELLOWSHIPS

Elizabeth Lowe Gamble

A fellowship of \$1,200 will be awarded to a foreign student, preferably one from the Orient.

Willard Straight

A fellowship of \$1,200 will be awarded to a foreign student planning to return to his own country and engage in social work. (If the general financial situation should cancel this fellowship, due notice will be given.)

These fellowships become available as of October, 1935, and cover a period of nine months. Tuition must be paid to the School at the beginning of each quarter from both of these fellowship grants. These grants do not cover travelling expenses. Applicants should have sufficient knowledge of English to carry a full School program, including lectures, discussion and field work. By March 1, 1935, all application material should be on file. Blanks may be secured from the Registrar.

16—Ohio State University, Columbus, Ohio. School of Social Administration.

FELLOWSHIPS 1935-36

One graduate fellowship of \$300 in field of public health offered by Ohio Public Health Association.

One graduate fellowship of \$250 open to student specializing in community organization.

Under certain conditions non-resident fees of \$150 a year are waived for graduate students.

17—Pennsylvania School of Social Work, 311 So. Juniper Street, Philadelphia, Pa.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

The Pennsylvania School of Social Work announces that a number of first-year scholarships, ranging in value from \$100 to \$500 will be available for students entering in the coming school year. A number of second-year fellowships will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an acceptable college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Loan scholarships, administered by the Alumni Association of the School and by the Rachel Pflaum Memorial Committee, are available to a limited number of students.

18—Pittsburgh, University of, Pittsburgh, Pa. Division of Social Work.

FELLOWSHIPS 1935-36

A number of agency fellowships covering tuition and approximately the cost of maintenance have been made available by social agencies of Allegheny County.

Ten university fellowships covering tuition have been established by the Buhl Foundation of Pittsburgh.

Applications for fellowships should be made not later than April 1st for the next academic year.

19—Richmond School of Social Work and Public Health. College of William and Mary, Richmond, Va.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

Six college fellowships varying from \$100 to \$350 are offered each year to college graduates for special work in such fields as child welfare, family welfare, recreation and other branches of social work. One-half of the larger fellowships are loans, repayable after graduation.

A number of smaller scholarships giving remission of half the tuition and fees and a small remission on room rent and board are also available.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

20—St. Louis University, St. Louis, Mo. School of Social Service.

FELLOWSHIPS 1935-36

Four fellowships in medical social work open to college graduates with a major in sociology or social work. The fellowships cover the cost of tuition and maintenance.

Applications must be filed before March 1, 1935.

21—Simmons College School of Social Work, 18 Somerset Street, Boston, Mass.

SCHOLARSHIPS AND LOANS 1935-36

Five tuition scholarships are available for college graduates and two for foreign students. Applications close February 1, 1935.

Tuition loans are available from the Gamble Loan Fund and the Alumni Association Loan Fund.

22—Smith College School for Social Work, Northampton, Mass.

SCHOLARSHIPS 1935-36

Several \$450 scholarships may be awarded to students qualifying for the second and fourth sessions. Fourteen hospital internships paying all maintenance expenses during the second and fourth sessions are available. Eight \$75 tuition scholarships are also available. Applicants for scholarships and internships should be college graduates, but need not have had practical experience in social work. All applications should be made to the Director by letter before April 15, 1935.

23—Southern California, University of, 3551 University Avenue, Los Angeles. School of Social Welfare.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

The School offers three graduate scholarships and one graduate fellowship.

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

24—Tulane University, New Orleans, La. School of Social Work.

SCHOLARSHIPS 1935-36

A limited number of free-tuition scholarships available to qualified graduate students. Applications close May, 1935.

25—Washington University, St. Louis, Mo. George Warren Brown Department of Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

Students wishing to specialize in family welfare work are eligible to compete for special family welfare scholarships which offer \$375 a year each. They are granted to students who in addition to meeting other regular requirements are willing to accept employment in the Provident Association of St. Louis for one year after finishing their academic work.

First-year graduate students who do not wish to specialize at once are eligible to the following:

1. Regular university scholarships of \$200 each.
2. One department scholarship of \$350.
3. A special group of scholarships for women graduate students, known as the Barr Scholarships, carrying \$400. Preference is given to students who have had one graduate year's work.

The holders of scholarships are exempted from half of the tuition.

26—Western Reserve University, Cleveland, Ohio. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

Remuneration is provided for students in connection with supervised field work given by a number of co-operating agencies in Cleveland. Loans in very limited amounts are occasionally available.

Six Commonwealth fellowships of \$1,200 each are offered to students in psychiatric social work. Applicants for this advanced course must have fulfilled certain prerequisites in social case work.

Certain maintenance scholarships are available to first-year students in medical social work.

A few scholarships are available in the course in public health nursing through local and national organizations.

Applications should be made not later than May 1, 1935.

27—Wisconsin, University of, Madison, Wisc. Department of Sociology and Anthropology.

FELLOWSHIPS AND SCHOLARSHIPS 1935-36

There are two fellowships of \$600 a year and one scholarship of \$250 a year available for the graduate sociology students, which also carry free tuition to holders. For undergraduates and graduates there are a number of legislative scholarships which provide for free tuition for out-of-state students.

Application for any of these should be in by February 1, 1935.

II. OTHER UNIVERSITIES AND AGENCIES

1—Macalester College, St. Paul, Minn.

SCHOLARSHIPS 1935-36

Twenty general college scholarships open on competitive basis to students taking pre-professional training in social work.

Applications should be made prior to April 1, 1935.

2—Northwestern University, Evanston, Ill.

FELLOWSHIPS 1935-36

Fourteen university fellowships of about \$450 and tuition are available to graduate students, some of which may be assigned to students interested in social work.

Applications should be received not later than March 1, 1935.

3—Notre Dame University, Notre Dame, Ind. Department of Boy Guidance.

SCHOLARSHIPS 1935-36

A limited number of tuition scholarships are offered by the Knights of Columbus to graduates of accredited colleges and universities. Candidates must be between 21 and 33 years of age and must give evidence that they wish to make boys' work their profession.

Application blanks may be secured from John J. Contway, Knights of Columbus Boy Life Bureau, New Haven, Conn.

4—Y. M. C. A. Graduate School, Nashville, Tenn.

SCHOLARSHIPS 1935-36

Forty service scholarships (providing board and room for the first five quarters of graduate study) are available to those who have a good record in their undergraduate work and an equally good record in the quality of character and leadership manifested. Mature students are accepted who are planning to enter as their life work some phase of human and social engineering.

5—National Urban League, 1133 Broadway, New York City.

FELLOWSHIPS 1935-36

Three fellowships of \$1,000 each are offered by the National Urban League to colored students for study in a school of social work. Applicants must be graduates of or candidates for graduation from accredited colleges.

Applications must be filed before February 15, 1935, on forms furnished by the National Urban League, 1133 Broadway, New York City.